



COMPLETED

G. P. BUCHAS  
Senior Chain Accounts Manager  
Suite 220  
5 Hemphill Place  
Ballston Spa, NY 12020

TO: R.C. Farmer  
FROM: G. P. Buchas  
DATE: December 22, 1994  
SUBJECT: MBO's R.A. Tanchyk

Dear Roger,

Please find enclosed results for SAM Tanchyk on his personal MBO's. As information I am recommending an award amount of 115%, based on a significant over achievement of his goals for 1994. Also Rich has gained a superior relationship with nearly each and every Direct Customer he has been assigned. I observed this personally during the past six months as well as on two separate field trips I made with Rich in the state of Vermont. As you are personally aware these accounts have had less than satisfactory RJR Contact in my opinion prior to becoming part of the Buffalo Region. Further one account even mentioned that Rich was the first industry representative that could always tell him what his status was on our FOCUS Program, unlike one of our major competitors. Please call if there are any questions

Best regards,

A handwritten signature in cursive script that reads "George".

George Buchas

GPB

51861 9033